BCLP 2018 GENDER AND ETHNICITY PAY GAP REPORT



As the first global law firm with two female co-chairs, BCLP are deeply committed to taking a strong, visible and authentic stance on equality and inclusion. We recognise that supporting and promoting diversity and inclusivity has a positive impact on our workforce, clients and wider communities.



2018 is a unique pay gap reporting year for newly combined Bryan Cave Leighton Paisner. The merger of Berwin Leighton Paisner and Bryan Cave came four days before the 'snapshot date' – the specific reference date against which gender pay figures must be calculated.

This report covers

- Employee Gender Pay Gap
- Partner & Employee Ethnicity Pay Gap
- Partner & Employee Gender Pay Gap

Key findings

While it is difficult to draw direct comparisons to 2017 pay gap data, we have set out both the 2018 pay gap data for BCLP and the 2017 pay gap data for legacy BLP. When comparing these two sets of data:

- We are disappointed to see an increase in both gender pay and bonus gaps this year.
- The proportion of women in both upper pay quartiles has decreased.
- While our gender bonus gap has increased, the percentage of male and female employees receiving a bonus has levelled out significantly this year.

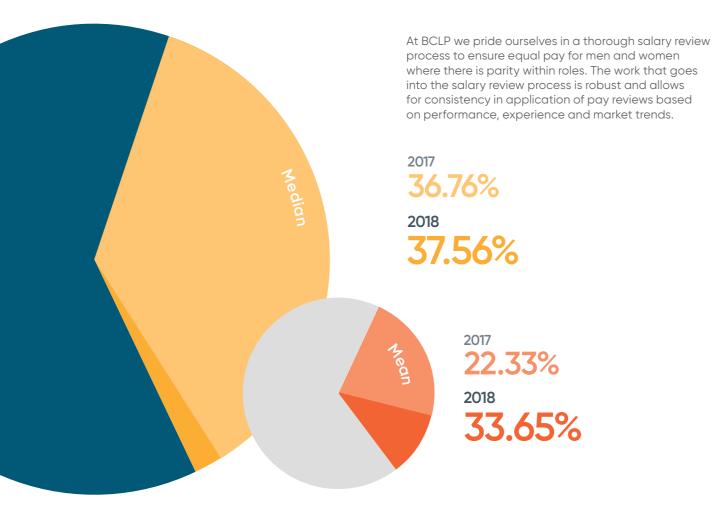
We are pleased, in addition to our statutory reporting obligations, to report ethnicity and partner pay gap figures.

Please refer to page 10 to understand how mean and median figures have been calculated.

EMPLOYEE GENDER PAY GAP

The following graphics show our gender pay and bonus gap based on hourly rates of pay as at 5 April 2018 and bonuses paid in the 12 months to 5 April 2018.

THE DIFFERENCE IN HOURLY MEN AND WOMEN'S PAY ACROSS OUR UK POPULATION IS DETAILED HERE:



THE DIFFERENCE IN THE AVERAGE MEN AND WOMEN'S BONUS PAYMENT ACROSS OUR UK POPULATION IS DETAILED HERE:



In addition to setting out the mean Gender Pay Gap in bonus payments, the proportion of men and women receiving a bonus is detailed here. While we have seen an increase in our gender bonus gap in 2018, we are encouraged to see a greater balance in the proportion of men and women receiving a bonus.

PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



16.99% i 20.89% i Female

Further analysis of the bonus gap at each fee earner level shows that, for most levels, the average bonus received by women is higher than the average bonus received by men. For those eligible for the firm's bonus scheme, we are confident that the criteria allows men and women equal opportunity to earn a bonus.

THE BREAKDOWN OF MEN AND WOMEN IN THE PAY QUARTILES IS AS FOLLOWS:

	2017 [LEGACY BLP]		2018	
QUARTILE	FEMALE	MALE	FEMALE	MALE
Upper Quartile	53.59%	46.41%	46.06%	53.94%
Upper Middle Quartile	58.10%	41.90%	56.34%	43.66%
Lower Middle Quartile	75.60%	24.40%	68.72%	31.28%
Lower Quartile	72.73%	27.27%	73.94%	26.06%

The percentage of women in the upper, upper middle and lower middle pay quartiles has declined when compared to 2017 data. While attrition is a natural consequence of any merger, we are disappointed to see this shift. The retention and progression of senior women within our firm is a critical area of focus.



2018 Male

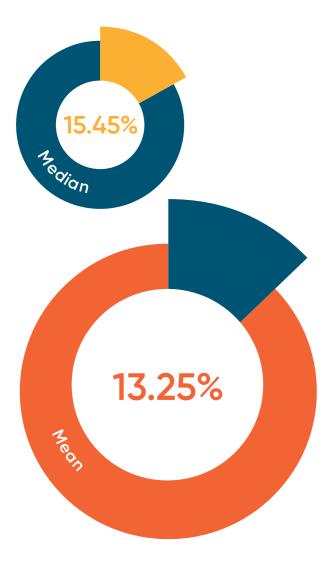
EMPLOYEE AND PARTNER ETHNICITY PAY GAP

Our partners and employees are encouraged to disclose their ethnicity. We regularly engage with our people both to encourage completion of diversity data and to ensure we are open and transparent around how this data is used.

The disclosure of ethnicity data is voluntary. Our ethnicity pay gap data has been produced based on those employees who have disclosed their ethnic origin, equating to 85% of our UK population. We will continue working to increase ethnicity declaration rates which we hope will improve the accuracy of our ethnicity pay gap reporting year on year.

OUR EMPLOYEE AND PARTNER ETHNICITY PAY GAP **IS DETAILED HERE:**

ETHNICITY PAY GAP: (EMPLOYEES)



ETHNICITY PAY GAP (PARTNERS ONLY)

-10.68%¥

Median



Mean



ETHNICITY BONUS PAY GAP: (EMPLOYEES)



Median

THE BREAKDOWN OF BAME (BLACK, ASIAN AND MINORITY ETHNIC) AND WHITE EMPLOYEES IN THE PAY QUARTILES IS AS FOLLOWS:

QUARTILE	BAME/NON-WHITE	WHITE
Upper Quartile	10.00%	90.00%
Upper Middle Quartile	11.89%	88.11%
Lower Middle Quartile	16.84%	83.16%
Lower Quartile	15.98%	84.02%

The size of our BAME population is relatively small. We are focused actively on increasing the representation of BAME individuals in our workforce and on the retention and development of our existing BAME population.

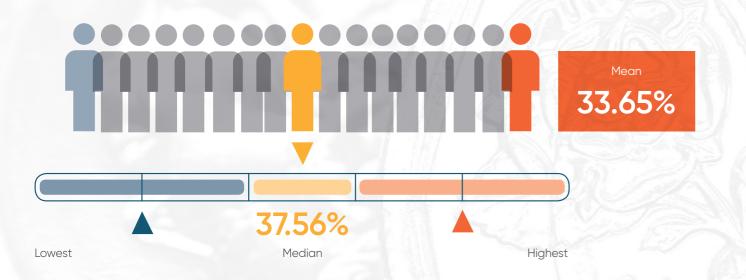
A minus symbol indicates a pay gap in favour of BAME partners.



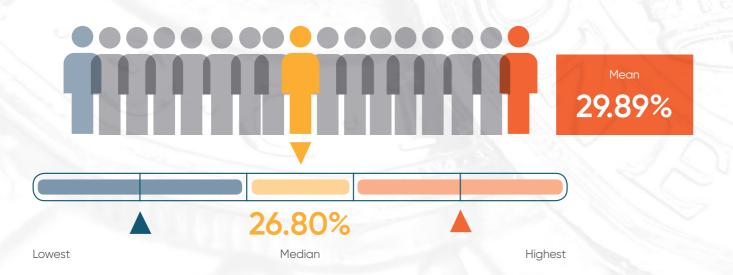
EMPLOYEE AND PARTNER GENDER PAY GAP

OUR PARTNERS ARE REMUNERATED DIFFERENTLY TO EMPLOYEES. IN ORDER TO ANALYSE AND REPORT ON PARTNER PAY, CALCULATIONS ARE BASED ON THE AVERAGE OF 1/12TH OF A PARTNERS ANNUAL TOTAL EARNINGS.

GENDER PAY GAP: (EMPLOYEES)



GENDER PAY GAP (PARTNERS ONLY)



DIVERSITY – A STRATEGIC PRIORITY

- Since the combination of Berwin Leighton Paisner and Bryan Cave, we have sought to draw on diversity best practice from both legacy firms. This led to the formation of a Global Diversity & Inclusion Advisory Board (GDIAB) in January 2019. The GDIAB are responsible for shaping the strategic direction for Diversity and Inclusion across the combined firm, including a strong focus on culture, our talent pipeline and leadership accountability.
- BCLP introduced a set of seven core values in 2018, representing the strong culture and heritage of the two legacy firms, while reflecting the combined firm's new identity. The values set out the firm's expectations around how our people will work and behave. Diversity and inclusivity feature prominently 'we bring diversity and inclusiveness into every aspect of our work and culture'.
- Like many firms in the UK, BCLP have well established gender targets. We know what gets measured gets done and to support this target, specific gender goals and timeframes have been developed for each practice group, based on the gender make up of their pipeline. Having practice group targets ensures that each group takes responsibility for the development of their female team members as well as instilling a sense of accountability.

KEY CONTACTS

If you have any queries about the contents of this report, please do not hesitate to contact us.



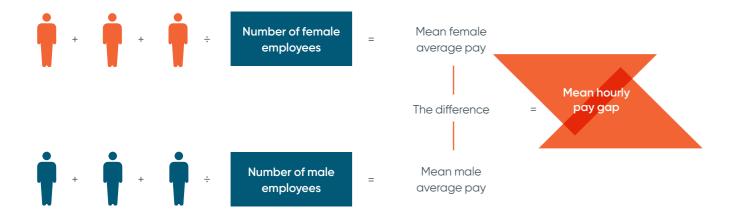
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- We remain committed to ensuring the career progression of women. Of the two fee-earner promotion rounds taking place during the reporting year, 52% those promoted were women. Additionally, 57% of those promoted to Associate Director and Counsel in January 2019 were women and 100% of the new Partner cohort in the UK are women.
- In 2018 BCLP held a series of roundtable discussions with UK-based female partners and employees to increase our understanding of the challenges and barriers to progression faced by women. The firm has subsequently formed working groups focused on driving progress across a range of areas including agile and dynamic working, increasing the visibility of role models and widening access to mentoring.
- BCLP is committed to increasing the representation of BAME individuals in our workforce. We created Race for Change in 2015, a programme which provides career insights and skills development to black aspiring lawyers. In our 2018/19 hiring round, 11% of those hired onto the firm's vacation schemes had participated in Race for Change.

HOW THE GENDER PAY GAP IS CALCULATED

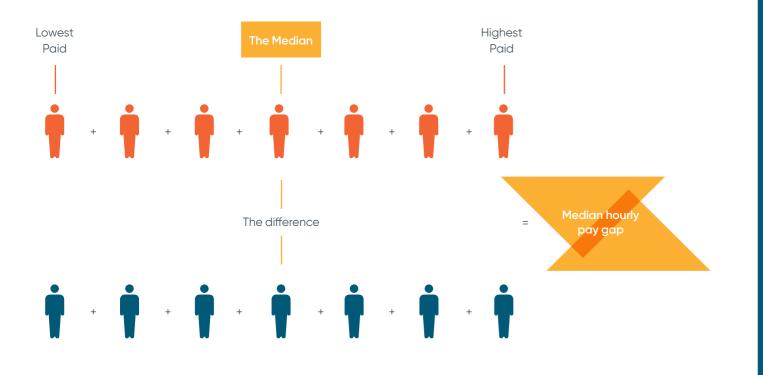
CALCULATING THE MEAN (AVERAGE) GENDER PAY GAP:

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within an organisation.



CALCULATING THE MEDIAN (MIDDLE) GENDER PAY GAP:

The median gender pay gap represents the middle point of a population. If you separately line up all the women in an organisation and all the men in order of salary, the median gap is the difference between the hourly pay rate for the middle women compared to that of the middle man.



GETTING IN TOUCH

When you need a practical legal solution for your next business opportunity or challenge, please get in touch.

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